

Employees are entitled to ...

— Minimum wage —

Small employers

Aug. 1, 2005 **\$5.25**

Large employers*

Aug. 1, 2005 **\$6.15**

Federally covered employers**

July 24, 2009 **\$7.25**

The state of Minnesota has two minimum wage rates and some employers are covered by federal law.

*A large employer is defined as any enterprise whose annual gross volume of sales made or business done is not less than \$625,000.

**A federally covered employer has an annual dollar volume of business of \$500,000 or engaged in interstate commerce.

— Training wage —

Aug. 1, 2005 **\$4.90**

New employees under age 20 during their first consecutive 90 days of employment

— Overtime —

Time and one-half the regular rate

State-covered employers

After **48** hours

Federally covered employers

After **40** hours

Employee rights

An employer may not discharge, discipline, threaten, discriminate or penalize an employee regarding the employee's compensation, conditions, location or privileges of employment because:

- the employee, in good faith, reports a violation or suspected violation of any state or federal law to an employer, any government body or a law enforcement official;
- the employee is requested by a public body to participate in an investigation, hearing or inquiry; or
- the employee informs the employer he or she is refusing an order to perform an activity the employee knows violates any state or federal law.

The employee, within 15 days of termination, may request in writing the reason for termination. The employer must inform the employee, in writing, the truthful reason for termination within 10 days of the request.

Parental leave

Employers with 21 or more employees must allow employees to take up to six weeks unpaid leave for the birth or adoption of their child and to use accrued sick leave to attend to their sick children.

All employers must allow parents to take up to 16 unpaid hours a year to attend school-related activities or visit early childhood programs their children attend.

For more information about Minnesota wage and hour requirements, contact:

Department of Labor and Industry
Labor Standards
443 Lafayette Road N.
St. Paul, MN 55155



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